R E P O R T R E S U M E S

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HUMAN RESOURCE DEVELOPMENT IN THE PROVINCE OF ONTARIO.

ONTARIO ECONOMIC COUNCIL, TORONTO

PUB DATE 66

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DESCRIPTORS- *OCCUPATIONAL SURVEYS, *EMPLOYMENT OPPORTUNITIES, *SKILLED OCCUPATIONS, SKILLED LABOR, IMMIGRANTS, GOVERNMENT (ADMINISTRATIVE BODY), LABOR FORCE, *PUBLIC POLICY, *MANPOWER DEVELOPMENT, EDUCATIONAL OPPORTUNITIES, VOCATIONAL RETRAINING, ECONOMIC PROGRESS, ONTARIO,

TO DETERMINE AND EVALUATE THE NEED FOR SKILLED MANPOWER IN ONTARIO 3,931 FIRMS EMPLOYING 764,411 WORKERS, OR 31.2 PERCENT OF THE ESTIMATED PROVINCIAL LABOR FORCE, WAS SURVEYED IN 1965. THE TOTAL MANPOWER REQUIREMENT IN SKILLED OCCUPATIONS FOR 1965-66 AMOUNTED TO 69,225 OF WHICH 33,746 WERE NEEDED IMMEDIATELY. MORE THAN HALF OF THE MANPOWER WAS NEEDED IN ESSEX, WATERLOO, WENTWORTH, AND YORK COUNTIES. THE HIGHEST PERCENTAGES OF MANPOWER REQUIREMENTS IN THE ONTARIO ECONOMICS REGIONS WERE IN THE METROPOLITAN, 29 PERCENT, NIAGARA, 20.2 PERCENT, AND MIDWESTERN, 14.4 PERCENT. MANUFACTURING INDUSTRIES ACCOUNTED FOR 51.4 PERCENT OF THE TOTAL SURVEYED REQUIREMENTS, PROFESSIONAL SERVICES FOR 19.7 PERCENT, FOLLOWED BY CONSTRUCTION AND MINING INDUSTRIES. THE SURVEY CLEARLY SHOWED THAT THERE WERE SKILLED LABOR SHORTAGES IN ALL AREAS OF THE PROVINCE AND IN ALMOST EVERY OCCUPATIONAL CATEGORY, AND THERE WERE INDICATIONS FROM SOME EMPLOYERS THAT THE UNCERTAINTY OF OBTAINING TRAINED WORKERS WAS CAUSING A DELAY IN EXPANSION. (WB)

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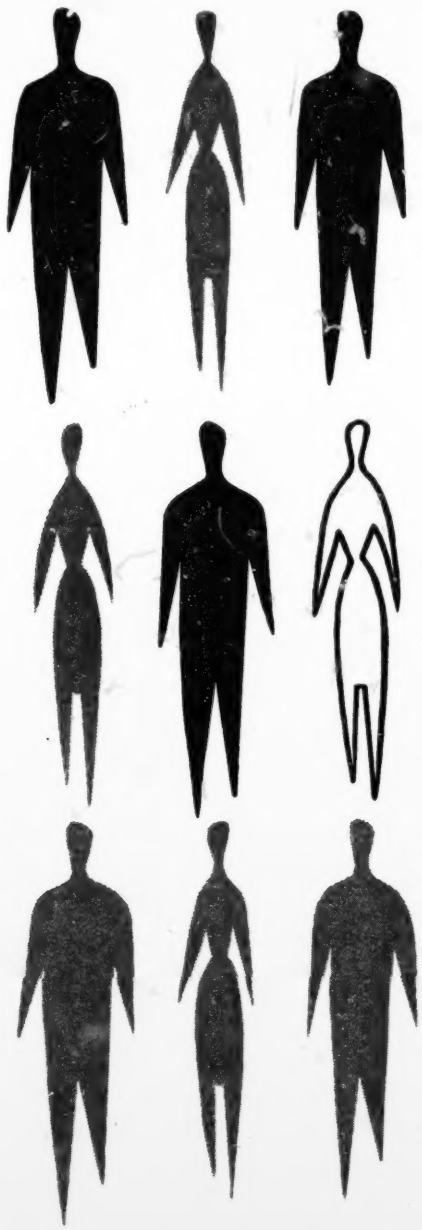

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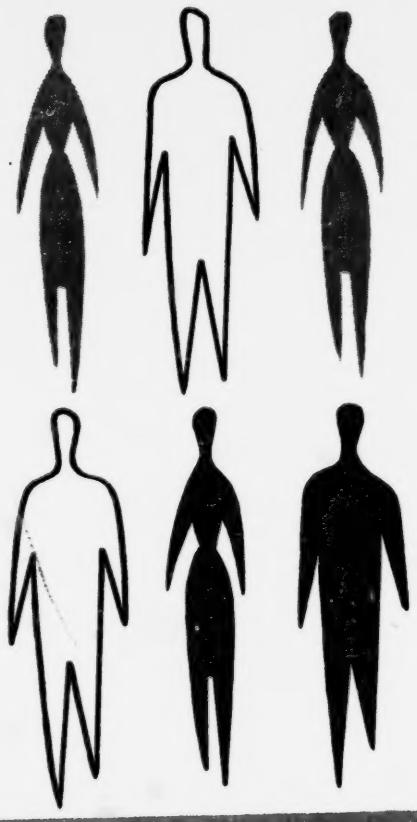
Education · Retraining · Immigration

Human Resource Development in the Province of Ontario

A Report of the Ontario Economic Council



VT003223

Financial Times OF CANADA

...as plant, ...needs skills

A shortage of skilled metal ... workers threatens the expan... sion program of Wesson ... Tools Ltd., a small ... manufacturer of ca... tooling.

Wesson's vice-pre... Iron, believes his ... lem is typical of ... crisis facing muc... dian metal-work...

The Canadian ... workers in Canada will become ... worse by the end of the year ... and will continue for at least ... another two years.

... which Iron is ... ers' Associatio... send a detai... this summer ... metal-worki... government and university re... presentatives that only a small ... fraction of the shortage can be ... satisfied by domestic pro... grammes.

He was in almost complete ... agreement with the report of ... the Ontario Manpower Commit... tee. His department is beefing ... up its efforts to fill immediate ... needs through immigration.

A new immigration office is ... to be opened in Milan, Italy, ... this week. Advertising, promo... tion and all other overseas ... activities will be increased.

Mr. Nicholson agreed that ... immigration policy must be ... developed on a studied basis. He ... is not embarking on a crash ... programme, but one that must ... get rolling without delay.

Industries blamed for shortage of skills

Mr. Leslie Rowntree, Ontario Minister of Labour, slapped industrial firms ...

This summer the brothers have sold five tries — at $3,... 000 a trio. Orders have poured in for more than 200 of the blacks, only one-tenth of the black stock they have reared in the past five years.

In mink-ranching for 35 years, the Mullen brothers are not sure how many of their 2,... 000 pet blacks will be sold. ... estimated they ...

black breeding ... out, and the kits ... program averaged ... jet black.

Letters were ... with Dr. R. M. S... the University ... this summer, ... appearance of ... black males an... success in their ... gram. Dr. Shac... had always ... that the near...

Skilled worker shor...

TORONTO (Staff) — The current acute shortage of skilled workers in Canada will become worse by the end of the year and will continue for at least another two years.

Mr. J. R. Nicholson, Minister of Citizenship and Immigration, told a meeting of business, government and university representatives that only a small fraction of the shortage can be satisfied by domestic programmes.

He was in almost complete agreement with the report of the Ontario Manpower Committee. His department is beefing up its efforts to fill immediate needs through immigration.

A new immigration office is to be opened in Milan, Italy, this week. Advertising, promotion and all other overseas activities will be increased.

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Financial Times OF CANADA

Looking for labour

... survey of Ontario's need for skilled ... reported on page 1, reflects a short... ... felt in some degree right across ... It could put a sad limit on healthy ... It could also — paradoxically — ... unemployment. The skilled and ... workers are those who ... the unskilled. They ... the whole economy.

... esent shortage is a r... ... of the short-sighte... ...nts and businessmen. ... ...lly one of the most n... ...the Economic Council's ...ction on "labour market ... ...he present time, said th... ...arket analysis is virtually u... ...nobody has any comprehen... ...vacancies today — let alo... ...his ought to be the job of t... ...ployment Service, and it is not ...

...e government level, few tasks ... ...ent than the vigorous resuscitat... ...dgy department.

...o government machinery will ev... ...ensure ...

...RDAY, JULY 10, 1965

Canada to comb world for 150,000 skilled men

...migration Minister ...n Nicholson said yester... Canada is going to ...rch the world for skill... labor to fill 150,000 ...bs.

He then hopped a plane ...go recruiting in Europe. "We also hope to attract ...any skilled workers from ...the United States," he said. "I believe the United States ...has several labor pools we ...can draw on."

Mr. Nicholson said he is ...convinced "that only ...through greater immigra... ...tion can we meet the criti... ...cal situation that now is ...and will continue for at ...next 24 months."

...ce may be ... from ...

...ienced ...

At 4 p.m. Mr. Nicholson left to board a plane for Rome and a four-week recruiting and "educational" tour of Italy, Greece, Austria, West Germany, France, United Kingdom and Portugal.

Next Thursday he'll open a new immigration office in Milan, Canada's second in Italy (the other is in Rome) —the official kickoff for a fast-stepping immigration program which Mr. Nicholson insisted is NOT a "crash program."

Details announced yesterday by the minister:

One and probably two new offices in the United Kingdom, in Manchester and Leeds.

A study of the possibilities ... and the Philip... ...

speaking engagements are being arranged.

The flow of unskilled immigrants must be restricted, said Mr. Nicholson. On the other hand, Canada faces sharp competition from other countries for skilled people.

NEEDED IN ONTARIO

He said efforts of government and other agencies have not been enough to meet the requirements for professional, technical and skilled workers—especially in Ontario.

He said the only sensible approach is a three-prong one—education, retrain... and immigration.

Mr. Nicholson said would be disappointe immigration to Canad not exceed 150,000 this "and I hope most ... skilled and profes... (Total immigratio... ...ar was 112,600.) ... almost 3... Cana...

European countries actively ... and it ... "impossible" to do ... so in ... countries ... —"no ... to."

governments on the source of immigrants.

(Mr. Randall told th... ference the Ontario g... ...e with U.S. ...

Skilled Labor ... Most Urgent N...

The Federal Government is seeking skilled immigrants from the United States to meet the critical shortage of trained workers in Canada. This announcement was made recently by Immigration Minister Jack Nicholson at a meeting sponsored by the Ontario Economic Council. It is estimated that in Ontario and British Columbia alone the need for skilled help will have grown to 150,000 job places by the end of 1965.

The Financial Times notes that a survey of Ontario's needs for skilled labor, reflects a shortage, being felt in some degree right across Canada. It could put a sad limit on healthy growth. It could also—paradoxically—increase unemployment. The skilled and professional workers are those who provide the jobs for the unskilled. provide the impetus to the economy.

he present shortage is ... ...ing ...flect...

Grade 10 for immigrants urged

Canada has enough unskilled, uneducated workers without bringing in more, the Ontario Economic Council suggested today in urging a more selective—yet broader—approach to immi...

The council, set up to advise the provincial govern... on attaining sound ...mic growth, said pub... funds earmarked to ... the skilled man... shortage should be ... in training Canadi... ...nts and in recruit... ...ations.

...t Grad ...imum ...ing so ...son is in Europe trying to attract ... skilled workers to come to Canada, ... bec... ...auto... but a political science professor at the ...ersd... University of Toronto is quoted as say... ...the ing that the need has been exaggerated. Prof. Noah Meltz said there was ... co... no support for the figure of 150,000 ... needed at the present time.

The Department of Citizenship and Immigration can point to some impressive authorities to support its estimate. The Economic Council of Canada, in the section on manpower in its first report, had this to say: "In the short run, it will be necessary to expand efforts to attract new skilled workers from other countries and to retain the ones we have." In a more recent report, the Ontario Economic Council ... Canadian Labor Con...

future manpower requirements of industry so that immigration could be balanced with high school students entering the labor market.

About half the immigrants coming to Canada settle in Ontario, with the province getting an average of 60,000 annually over the past 10 years.

Present immigration standards were "vague," the council found.

It urged the Fede...

At present, the number of immigrants fluctuates with the economic conditi... prevailing. The cou... argues that Canada nee... "an annual base flow of im... migrants, irrespective of economic conditions" with a built-in ability to bring in additional skilled workers as required.

It made no suggestion about numbers but said the ...

Need for skilled workers

Immigration Minister J. R. Nicholson is in Europe trying to attract skilled workers to come to Canada, but a political science professor at the University of Toronto is quoted as saying that the need has been exaggerated. Prof. Noah Meltz said there was no support for the figure of 150,000 needed at the present time.

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a projection of requirements ... future.

In a more specialized field, a royal commission pointed out t... to find more doctors, dentis... medical technicians if a ne... scheme was introduced. Events ... federal-provincial conference this ... indicate that medicare will pro... come into effect in two years t...

This particular shortage is kno... anyone who needs medical treatm... Unless it is an emergency, he ... have to wait weeks before he ... make an appointment. If the ex... ience of the British National He... Service is any guide, the demand ... treatment will be greater under m... care and the shortage will become g... greater.

It is ...

Canada should import whole industries from other nations, with technical workers, where such transplanting can help the economy grow, the Ontario Economic Council had recommended.

"Immigration can provide skills not traditional to native Canadians," the council said in a report drawn up by an inter-governmental committee on immigration.

The committee, containing federal and provincial Government representatives, was under the chairmanship of Oakah L. Jones, president of the Consumers' Gas Co. He is a member of the Ontario Economic Council.

The report urged the transplanting of suitable industries as part of a positive immigration policy "based on Canada's capacity to absorb increased numbers of people and to fill its requirements for particular skills."

It said Canada's growth demands upgrading of the labor force through developing the skills of domestic labor and through a better balanced immigration policy.

On the domestic side urged that Ontario be... aid to training in pla... take a greater part w... federal Government in ...gram Four, for upgr... workers' skill and schooli... a shared-cost basis with ... ployers.

Industry and unions should be more actively encouraged by government to develop new methods of training in plants possibly by greater government payments or a tax write-off in excess of 100 per cent of approved training costs.

The report recommended that trainees under Program Five, for upgrading skills of the unemployed, should be paid full training allowances rather than unemployment insurance benefits.

The report recommended a ...um of Grade 10 acade... ...qualification, or the voca... ...equivalent, for all im... ...The current vague ...try qualifications for ... workers should b... ...m time to time so ... ...nts would meet ... ...ndards required ... said.

...ould be given ... ...with a knowl... ... French, or ...

It has long been apparent that the province needs a ... ...sults. ...al influx of professional and skilled workers to ... ...of an expanding economy. The Ro... ...its efforts to lure the ... ...skilled. ...ustain

TORONTO DAILY STAR

Skilled worker shor... near emergency in On...

By Arthur Robson

TORONTO (Staff)—A federal-provincial manpower survey in Ontario has revealed a "near-emergency shortage of skilled workers.

A May-June survey of 3,321 firms employing 784,411 workers, or 31% of the Ontario labour force, shows an immediate need for 33,748 skilled workers.

Present plans of these companies indicate an additional requirement of at least 26,000 more skilled workers by the end of this year. No attempt was made by the study committee to estimate Ontario's total need.

But all parts of the province are affected and shortages occur in almost every category, ... companies indicated.

certain supp... ers is delaye... The shorta... ...nounced in su... ers, mechanic... operators and ... makers.

The construct... ...icularly in the ... eas, has produc... ...rtage of all built...

...easing activity ... ...dustry has creat... ...demand for m... ...need for ele... ..., heavy ... ...ed allied ... ...dustries ... ...ed for ... ...pries, ...sold for ... A strike ... plant 17 d... does not re... ...tons of tomatoes ... Farmers' ... ...berga in a resolution ... ...tatewide ...

Cut-rate gas imports bl...

TORONTO (Staff) — The federal government has acted to cut off imports of foreign gasoline sold at cut-rate prices in Toronto and Montreal.

Under an Orde... passed last ... later of ... ma...

...seaway tolls and h... ...are considered ... of the ...

Plea To Limit Unskilled

While Canada should not close its doors to immigrants, the committee said the day was past when the country could absorb an unlimited nu... of unskilled or po... people.

"The ra... state of te... opmen... making. ...pects ... those ... skill... said

The report criticized Canada's vague entry qualifications for immigrant workers and said the standard at present should be at least a Grade 10 academic qualification or its vocational equivalent.

... was now required ... young Canadi... labor ...

French, or those who indicate they will learn either language quickly.

The committee also recommended language instruction be given accepted immigrants before they left for Canada.

The committee said that Canada should admit a minimum number of immigrants each year, regardless of the economic climate, and that the minimum ... enough to off...

Ontario says newcomers ne... both education and langua...

By DAVID CRANE

Ontario's ideas on immigration have just been published. And in many ways the province is critical of the federal government policy.

A report on immigration by the Ontario Economic Council prepared under the chairmanship of Oakah Jones, president, Consumers' Gas Co., was released this week.

One point it makes strongly is that Canada should encourage immigrants who have the equivalent of at least grade 10 education, and who speak either French or English, if the country's immigration policy is to be designed to meet the needs of the labor market.

report says. An uneducated immigrant with a poor understanding of English or French has little chance to obtain steady, long-term employment, it adds.

Grade 10 is now the minimum education level being sought for Canadians entering the labor force, the report says. Courses have had to be offered to bring Canadians and immigrants up to the Grade 10 level before they can be enrolled in training courses to increase their skills.

The report sugg... federal gover... ...ment is quoted as a deliver...

migration department for "its lack of an adequately financed and positive federal program of immigrant skill recruitment" and says that this factor, along with increased competition from other countries for highly skilled labor, has meant that many immigrants coming into Canada lack the skill le... now considered mini... native Canadian... labor force.

Mr. ...

(Continued on page 3)

Drumming up skilled ...

Immigration Minister John Nicholson is in Britain waving an SOS flag. He's trying to get trained workers to come to our rescue.

Canada is badly in need of people with skills—accountants, lab technicians, machinists, engineers, electricians, teachers, nurses, for example. Even New Brunswick, long accustomed to considerable unemployment, has asked Ottawa for help in finding suitable immigrants. Ontario is estimated to have 60,000 job vacancies.

We wish Mr. Nicholson good hunting. But whether he has or not, the chase may drive home to the Canadian public and its politicians two lessons.

• • •

The first is that an on-again, off-again immigration program, a panic response to fluctuating economic conditions, is short-sighted and not in the national interest. The second

ing squads h... Europe for sui... help continue ... suitable people ... as well as havi... at home. We a... in 1964.

Ottawa should ... migration policy with steady goals, and stick to them through thick and thin, no matter how much vested labor interests and local politicians squawk when there is a temporary economic set-back. The report of the Ontario Economic Council, just released, puts this vigorously. It urges Canada to permit "an annual base flow of immigrants, irrespective of economic conditions."

To get such a policy working effectively there has to be more research to determine job trends and needs, and intimate collaboration with economists and educators. One recent sign of good sense was the ...

government ... ...ry in recruiting workers ...ad without first making ...se of our existing man... ...by retraining work... ...upgrading skills and ...tching workers ...with ...

...t O'Neill of the British ...umbia Federation of ...or called the govern... ...nt recruiting program a ...mic response" to the em... ...yers' fears of a short... ...e of skilled workers. ...e said it was a "strange ...radox" that a country ...th nearly five per cent ...

...n officials in the of... ...bor Department con... ...muel Billington on ... ...from 9:30 a.m. to ...

...n committee stuck ...nd for a $1.13 an ...ase in pay and ...fits in a four-year ...n association, rep... ...0 members, had ...ffered 70 cents an ...

...Ottawa, the union's ...ost, said his com... ...ot more progress ...ld during this ... ...at any time in ... months.

...ultimatum.

"We offered them a $1-an-hour increase over four years. But it wasn't rich enough for them. It works out to an extra $2,000 a year by 1969," he said.

The bricklayers and masons earn an annual average income of $7,400. They are paid $3.89 an hour for a 40-hour week.

Mr. Williams said the union asked that contractors deduct 5 cents an hour from members' wages toward a supplementary unemployment insurance fund.

"Our men are subject to long periods of unemployment ...

...insurance fund based on five cents an hour could work if the federal Government's $600,000,000 unemployment insurance fund was once used up.

He said his association and the union committee agreed on modifications of a clause that obligated contractors to hire half their workers through the union office.

Mr. Williams said the two sides finally agreed on the principle of a man not being required to lift any concrete block heavier than 50 pounds. If he was, a second man would help him.

Skills Needed

Plans World Search To Fill 150,000 Jobs

Canada is going to search the world to find skilled immigrants to fill more than 150,... 000 vacant technical and professional jobs in this country, Immigration Minister John R. Nicholson said in Toronto yesterday.

Mr. Nicholson, speaking to an Ontario Economic Council luncheon, said the Government is launching an intensive immigrant recruiting program because Canada is facing a critical shortage of skilled workers. He said this shortage, if ignored, could retard Canadian economic development to the point where the country will be counting di...

He said the problem is so great that two provinces alone —Ontario and British Columbia—have an immediate need for more than 50,000 skilled and professional workers. He said this huge number of job opportunities was uncovered in a recent Immigration Department survey of the needs of about a third of Ontario and B.C. employers.

Mr. Nicholson said five provinces — New Brunswick, Newfoundland, Saskatchewan, B.C. and Ontario — are seeking federal assistance in an attempt to solve serious shortages of skilled workers. In response, he said, Ottawa is planning a three-pronged approach involving education, re-training and immigration.

"No one will work without the others," he said. "Our ra...

...paid expansion is ... ...in chilled and ... ...ingries faster ... ...produce ... ...through Canadian ... In fact, only 3 per ...

Several oil ... ...expected to ... ...drilling ... ...on the Nigeld fi... ...Alberta, ...vy bidding in ... ...month.

Some ... ...he carried ... Financial C... ...work will be ... ...ter on the ... ...in the most ...

Nigeld is ... ...fields dest... ...in Canada ... ...weeks' ... ...and Gl... ...vation h... ...oil's rapi... ...rels of ... ...nina w... ...duction ...

He ... ...garya... ...many ... ...000 ... ...acre... ...Ontario ... ...Ontario ... ...Ontario

Skilled Manpower Survey - Ontario 1965 - 66

SUMMARY

The Ontario economy is experiencing a major expansion, and a need for professional and technical skills is evident in many areas.

To determine and evaluate the skilled manpower requirements, the Ontario Economic Council arranged for a survey to be undertaken by the Federal Department of Citizenship and Immigration in association with the Provincial Departments of Labour, Education and Economics and Development.

The province-wide survey was made between May 10th and June 11th, 1965. A total of 3,931 firms, employing 764,411 workers, were canvassed. This represents 31.2% of the estimated employed labour force of the Province. While this is a high percentage, it must be pointed out that no attempt has been made to project these figures.

The total requirements in skilled occupations for the years 1965-66, as indicated by the employers canvassed, amounts to 69,225 and of this 33,746 are needed immediately. More than one-half of the requirements are in the counties of Essex, Waterloo, Wentworth and York. The breakdown by Ontario Economic Regions shows that the highest percentage of requirements is in the Metropolitan (29.0%), Niagara (20.2%) and Midwestern Region (14.4%). Manufacturing industries account for 51.4% of the total surveyed requirements, professional services 19.7%, followed by the construction and mining industries.

This survey clearly shows that there are skilled labour shortages in all areas of the province and in almost every occupational category. There were indications from some employers that the uncertainty of obtaining trained workers was causing them to hesitate about expanding.

Shortages are particularly pronounced in such trades as welders, mechanics, machine-tool operators and tool and die makers. The construction boom, particularly around the metropolitan areas, resulted in an acute shortage of all building tradesmen. The increasing activity in the mining industry has caused an immediate demand for miners as well as an urgent need for electricians, mechanics, heavy equipment operators and other allied tradesmen. In most industries there appears to be a continuing need for engineers in all categories, architects, surveyors, technicians and draughtsmen.

Introduction

The report of the Ontario Economic Council on human resource development and recruitment had but a single origin.

The Council realized that, if we are to come even close to attaining our economic goals, we must raise sharply our general level of vocational and academic attainment.

The findings of the committee, chaired by Mr. Oakah Jones, made these four prime points.

Firstly, people are our most important resource.

Secondly, a higher level of and a greater variety of skills within the Canadian labour force must be a top target of policy, public and private.

Thirdly, for both humanitarian and economic reasons, Ontario and Canada must have a positive immigration policy, one which will not be swayed by the winds of immediate circumstance.

Fourthly, implementation of a coordinated manpower development program, through domestic skill upgrading and through the attraction of creative citizens from abroad, requires a substantially greater degree of working cooperation, not only between all levels of government, but between all sectors of the economy — government, labour, industry and the professions.

We face a long and continuing challenge. There are no immediate or easy solutions. And in what we seek we are not alone. The world is our competitor.

The results of Ontario's billion dollar plus investments in skill training can only become gradually apparent.

Nor do we expect any immigration service, federal or provincial, suddenly to whisk into this province or into this nation tens of thousands of immigrants who will miraculously fill every requirement for skilled manpower.

We *do* seek, however, as is set out in the report of the Ontario Economic Council, a growing measure of cooperative understanding and effort.

Indeed no small part of the answer to the growth problems and potentials of this province, and to the individual prosperity of all within its borders, is our mutual responsibility.

We look for a greatly expanded program of human resource development within this province and this nation.

We look to supplement that program with a steady flow of Canadians-to-be from other lands. In so doing we recognize the simple historical fact that this land found its nationhood through immigration.

And we will continue to look to immigrants for new skills as well as new cultures . . . for glimpses of new horizons of individual dedication and achievement.

Balanced and blended, the old and the new, these two streams can and will bring to each of us new faith in a nation united, a nation whose opportunities—economic, political, social, and inspirational — will be as unlimited as the visions of its citizenry.

William H. Cranston,
Chairman,
Ontario Economic Council

REPORT OF THE ONTARIO ECONOMIC COUNCIL INTER-GOVERNMENTAL COMMITTEE ON IMMIGRATION AND HUMAN RESOURCE DEVELOPMENT

COMPOSITION OF THE COMMITTEE

Under the chairmanship of Oakah L. Jones, President, the Consumers' Gas Company, and a member of the Ontario Economic Council, a series of meetings has recently been exploring the role of federal and provincial immigration, education and labour training policies and practices in the context of Ontario's total requirement for skilled labour.

Participating in the discussions and research, which form the basis of this first report, were:

FEDERAL DEPARTMENT OF LABOUR

W. R. Dymond, Assistant Deputy Minister

G. Schonning, Assistant Director, Economics and Research Branch

G. G. Brooks, Director, Manpower Consultative Service

FEDERAL DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

J. K. Abbott, Director of the Canadian Service, Immigration Branch

L. M. Hunter, Chief, Immigrant Settlement Division, Immigration Branch

I. R. Sterling, Regional Administrator, Immigration Branch, Toronto

NATIONAL EMPLOYMENT SERVICE

K. E. Marsh, Assistant Director

L. F. D. Coulson, Regional Employment Officer, Toronto

E. A. Lageer, Regional Supervisor of Special Services, Toronto

ONTARIO DEPARMENT OF ECONOMICS AND DEVELOPMENT

S. W. Clarkson, Deputy Minister

D. W. Stevenson, Director, Economics Branch

G. C. New, Chief, Industrial Research, Trade and Industry Branch

Miss H. L. Madge, Senior Economist, Economics Branch

J. Burkus, Economist, Economics Branch

K. C. Mesure, Immigration Officer

ONTARIO DEPARTMENT OF LABOUR

T. M. Eberlee, Assistant Deputy Minister

G. Milford, Executive Assistant to the Deputy Minister

ONTARIO DEPARTMENT OF EDUCATION

L. M. Johnston, Director, Program Branch

N. A. Sisco, Director, Technological and Trades Training Branch

E. L. Palin, Assistant Superintendent, Technological and Trades Training Branch

ONTARIO DEPARTMENT OF PROVINCIAL SECRETARY AND CITIZENSHIP

D. R. Colombo, Acting Director of Citizenship

ONTARIO ECONOMIC COUNCIL

Oakah L. Jones, President, The Consumers' Gas Company and member of Ontario Economic Council (chairman)

W. H. Cranston, Chairman, Ontario Economic Council

Immigration Policy

POPULATION GROWTH

In the past, Canadian population growth has benefited profoundly by massive inflows of immigrants. The most striking example was during the period 1896 to 1913 when the Canadian West was opened, to a large extent by settlers from central Europe.

At that time it was relatively easy for an immigrant to adapt to the predominantly agricultural Canadian economy. A lack of skill, education or language training was not a serious obstacle in establishing a farming operation in the Prairies or supplying physical strength in factories, mines, forests and construction work.

Then, and now, immigrants with a high degree of personal motivation have made, and are making, significant contributions to this country's economic and cultural development.

However, conditions in the latter half of the 1960's are likely to be different. The rapidly changing state of technological development is progressively making employment prospects less promising for those who have little academic or skill training. An unskilled immigrant without a working knowledge of the language of the community, English or French, has less geographic and occupational mobility and, therefore, a less favourable prospect of obtaining steady long-term employment.

The flow of immigrants to Canada has been cyclical and has often lagged behind the higher or lower level of business conditions. Generally, it has not increased rapidly enough to meet rising labour requirements during an economic upturn and has remained high after economic activity has passed its peak. This lag has often produced a public and political overreaction with the result that immigration has been drastically reduced following periods of higher unemployment.

These wide fluctuations in immigration appear to be the result of:

(a) insufficient advance information on needs and lack of planning, and
(b) the difficulty of controlling sponsored immigration.

The need for more long-term forecasting by governments, industry, etc. of labour requirements was recognized by all participants.

It is suggested that those concerned with forming immigration policy should avail themselves of the various economic forecasts and studies prepared by the Economic Council of Canada, its provincial counterpart, and by the various federal and provincial government departments.

It is further recommended that a working committee be established to develop procedures for co-ordinating information on labour requirements. It is suggested that employer and employee organizations be asked to co-operate as well as departments at both levels of government. This working group might also include representatives of the federal Departments of Citizenship and Immigration and of Labour (including the National Employment Service) and the Ontario Department of Economics and Development and Labour.

POSITIVE IMMIGRATION POLICY NEEDED

In Canada there is need for an economic decision as to the extent to which immigration policy should be designed to increase population and/or to meet specific skill shortages in labour supply. The Committee believes that a sound immigration policy should contain both elements. The problem is one of obtaining the proper balance, and maintaining this balance in keeping with changes in economic circumstances through long-term planning.

The Committee recommends that Canada adopt a positive *immigration policy, based on Canada's capacity to absorb increased numbers of people and to fill its requirements for particular skills. Such a policy, moreover, should encompass the movement of entire industries and related technical personnel where they can add significantly to the expansion of the economy. Immigration can provide skills not traditional to native Canadians.*

The Committee also recognizes that, as one of the wealthier countries, Canada has a responsibility to consider humanitarian factors in formulating immigration policy.

*It is recommended that Canada be prepared at all times to permit an annual base flow of immigrants, irrespective of economic conditions in the country. The minimum amount of this base flow is difficult to determine but it is agreed that it should be at least high enough to offset emigration from Canada. Generally the level of immigration should be approximately equal to the number emigrating from Canada plus a number related to the increased absorptive capacity of the country in years of high economic growth.**

It is further recommended that the administrative apparatus of the Canadian immigration service should always be adequate to meet a level of immigration somewhat higher than the base flow. In this way, sudden requirements for additional immigrants, especially for skilled immigrants, could be met. The need for skilled workers will, of necessity, be based upon estimates supplied by agencies involved in the Canadian labour market while the calculation of the base flow must be an integral part of immigration policy.

In recent years there has been a rapidly increasing demand in other industrialized nations for more highly trained workers. The consequences of this demand, coupled with the lack of an adequately financed and positive federal program of immigrant skill recruitment, have been reflected latterly in the nature and number of immigrant worker arrivals in Canada. A substantial percentage of such workers have lacked the skill levels now considered minimal for native Canadians entering the work force.

With a buoyant economy, the large numbers of these less skilled immigrant workers have been absorbed. But there is no assurance that this absorption can be continued indefinitely at the present rate of inflow. The findings of the First Annual Review of the Economic Council of Canada for the year 1965-70 indicate the exact opposite.

It is, therefore, recommended that the current somewhat vague federal entry qualification for immigrant workers be periodically reviewed and redefined in terms of the standards required, from year to year, of native Canadians entering the labour force. Currently this would appear to call for a grade 10 academic qualification or vocational equivalent.

SKILL STANDARDS

This academic or skill standard has been found to be a minimum prerequisite for successful completion of training programs and most immigrant workers with less training will, in future, find it increasingly difficult to adjust to the chang-

* The First Annual Review of the Economic Council of Canada contemplates a net immigration gain of 30,000 per year for 1965-70.

ing requirements of the labour market. Special training programs have had to be established in Canada in an attempt to bring both native Canadians and immigrants up to the basic grade 10 level before entry in skill training courses. To encourage the unrestricted entry of workers without such academic or vocational qualification into an economy demanding a rapidly rising standard of technological attainment is neither fair nor wise.

If such standards are to be effective, however, some revisions in present federal policies and practices are indicated.

Recently, the requirements for obtaining non-immigrant visas to Canada were liberalized for citizens of many countries in an effort to promote tourism to Canada. It is now reported that the new policy is being used by persons who wish to enter Canada as immigrants but who may be ineligible under the immigration regulations. It is understood that the number of requests for permanent entry from persons who came in the classification of short term tourists is large and rapidly increasing.

The Committee is also aware that, without adequate control, the revised qualifications earlier recommended would be largely meaningless.

Therefore, while it is not desired to impede needlessly the increasing flow of tourists to Canada, it is recommended that, before being approved for permanent entry, all would-be immigrants should be subject to the same selection standards. This, it is recognized, might well require amendments to current federal non-immigrant visa procedures.

It is agreed that the Ontario immigration service is essentially a specialized personnel service designed to meet the requirements of Ontario employers for skilled workers unavailable in the Canadian labour market. Co-operation between the federal and provincial immigration authorities has been close throughout the history of the service.

It is recommended that Ontario retain its own immigration service but keep its policy constantly under review. Changes should be made from time to time in the light of the adequacy of Federal Government immigration programs and periodic changes in Federal Government policy. Provided the latter contribute effectively to the economic development of the province, Ontario's immigration program should continue to be co-ordinated with that of the Federal Government.

The Committe further recommends that studies be made respecting the manner in which a higher degree of administrative co-operation may be obtained between the various federal and provincial government departments whose activities are related to or directly concerned with immigration matters. These departments might include the Provincial Departments of Economics and Development, Provincial Secretary and Citizenship, Education, Labour and the Federal Departments of Citizenship and Immigration and Labour, including the National Employment Service.

Language, Citizenship and Skill Training

LANGUAGE REQUIREMENTS

The Committee recognizes the value of the retention in Canada of the many cultural heritages represented by its immigrants. It is stressed, however, that the learning of the language of the community (English or French) is an essential part of an immigrant's preparation for successful competition in the labour market and full participation in community life. Without knowing the language of the community, his employment opportunities are more limited and his skills may be only partially utilized. It is therefore, in the best interest of the immigrant to learn the language of the community (English or French) as quickly as possible, preferably starting before he leaves his native country.

For this reason, it is suggested that, in the selection of immigrants for entry, preference might be given to those persons with a basic knowledge of the language of the community to which they are going or to those who are prepared and able to learn the language quickly. It is recommended that instruction in English or French (whichever is relevant) be given to accepted immigrants where possible prior to their departure for Canada, because at that time they are highly motivated.

The difficulties inherent in such a program, i.e., finding suitable teachers, concentrating potential immigrants in one area and locating suitable facilities, are recognized. It is felt, however, that the advantage to the new immigrant of being at least partially familiar with the language of his new environment would compensate for some of the difficulties encountered.

CO-ORDINATED PROGRAM

Any program set up abroad by the Federal Government should be well co-ordinated with the language training classes in the province to which the immigrant is going. Uniformity of training methods used in both places would ensure continuity in the language study. Information about the Canadian social and economic environment could also be included in the pre-immigration training program. Consideration should be given to improved means of informing prospective immigrants of the requirements for entrance into various occupations and labour standards legislation in Canada. The provincial governments should provide some of the literature and teaching materials such as films, brochures and textbooks. On arrival, immigrants should be directed to the local language and citizenship training programs where their training could be continued.

It is suggested that both governments consider methods of improving reception arrangements for immigrants in the period immediately following arrival.

The Committee recommends that language instruction classes for immigrants be improved and extended.

Present efforts in this area have been reasonably successful, but the courses should be more concentrated than most of those now in existence.

It is also recommended that skill training courses be conducted so far as possible in the language of the community (English or French).

For those people now in Canada whose command of the language of the community (English or French) is limited, some bilingual instructors in the skill training courses might be advisable. The program should, however, have as its objective the training of workers with a basic fluency in English or French and enough power of adaptability to ensure not only their own safety but that of their fellow workers.

*The Committee recommends that language training be included under the Program 5 federal-provincial agreement.**

If language training is to be included in Program 5, some review of the federal-provincial cost sharing formula in this particular respect seems a reasonable expectation. In reference to teaching costs and costs of textbooks relating to language teaching, an agreement might be evolved similar to those already in effect between the federal Department of Citizenship and Immigration and the Ontario government covering teaching costs and the provision of textbooks for language classes of adult newcomers in night schools.

The Committee reviewed the question of the status of unemployed persons, particularly immigrants, enrolling in daytime language training classes.

It is recommended that unemployed people taking such courses be given

* Program 5 provides training for unemployed persons to improve their skills, or learn new ones, to facilitate re-entry into the active labour force.

training allowances. Pending approval of such a change, however, it is generally agreed that unemployed persons, while taking language courses, should be permitted to continue receiving their unemployment insurance benefits.

The Committee agrees that arrangements should be worked out between the National Employment Service offices and the training schools ensuring that such persons remain available for employment.

SKILL TRAINING

The Committee agrees that public funds should primarily be invested in training present Canadian residents for the labour market and in recruiting qualified immigrants to fill specific skill vacancies.

*It is recommended that Ontario broaden its assistance to in-plant skill training and participate to a greater extent with the Federal Government in Program 4.***

In connection with Program 4, it is recommended that industry and unions should be more actively encouraged by governments to develop new methods of in-plant training.

** Program 4 provides in-plant training for upgrading skill and academic qualifications on a shared-cost basis with employers.

Alternative methods of encouraging the development of more extensive in-plant training should be investigated. Such methods might include government paying a larger share of the total costs of such training or a tax write-off in excess of 100 per cent of approved training costs in somewhat the same manner as the Federal Government has adopted for research expenditures.

It is recommended that Program 5 trainees be paid full training allowances while taking their training rather than being compensated through unemployment insurance benefits, if eligible.

This procedure would add slightly to the costs of the program to the province, but the simplification of administrative procedures and the speeding up of processing for Program 5 would more than compensate for the additional cost. Under present Department of Education procedures, full training allowances are paid from the first day of training. Any overpayments by reason of a subsequent granting of unemployment insurance benefits are recoverable. In a number of cases, however, this has been difficult to do.

It is recommended that, where required, efforts be made to recruit specific evening teaching staffs for all types of training. Present limitations in program are often more closely related to teacher unavailability than to lack of physical facilities.

The Committee recognizes the critical need for a rapid expansion of vocational centres.

It is recommended that the Ontario Department of Education be supported in its proposals for new institutions.

The growing need for skills, for occupational mobility, and for periodic retraining and updating, make it essential that we provide well-trained workers in the shortest time possible.

It is, therefore, recommended that traditional apprenticeship and other training programs be continually re-assessed and revised. There is resistance to change in this area, but the long run benefits can be substantial.

* * *

It is finally recommended that means be found of better informing government at all levels, labour, industry, agriculture, professional groups and all other segments of the economy of the vital correlations required between employment, education and economic growth in the formulation of short and long-term immigration polices.

Appendix

THE IMPORTANCE OF IMMIGRATION TO ONTARIO

The legal foundations of Ontario's activities in the field of immigration may be traced to section 95 of the British North America Act. This section gives concurrent powers to Provincial Legislatures respecting agriculture and immigration. The relevant immigration portion of the section reads:

> 95. In each Province the Legislature may make Laws in relation . . . to Immigration into the Province; and it is hereby declared that the Parliament of Canada may from Time to Time make Laws in relation to Immigration into all or any of the Provinces; and any Law of the Legislature of a Province relative . . . to Immigration shall have effect in and for the Province as long and as far only as it is not repugnant to any Act of the Parliament of Canada.

The B.N.A. (section 91) grants exclusive legislative authority to the Parliament of Canada respecting Naturalization and Aliens (section 91 No. 25).

Immigration from abroad and from other provinces has been an important component of population growth of Ontario. In 1871 some 27.2 per cent of the Ontario population was foreign born. Since then the lowest proportion of foreign born living in Ontario was revealed in the census of 1901. At that time 14.8 per cent of the Ontario population was foreign born. The latest census (1961) indicated that immigrants from abroad accounted for 21.7 per cent of the total population. Canadian born, other than Ontario born, living in Ontario represented 9.3 per cent of the Ontario population.

Since the turn of the century the proportion of immigrants coming to Canada who stated they were destined for Ontario has increased markedly. In 1901 only 12.6 per cent of all immigrants to Canada gave Ontario as their destination. By 1905 the proportion electing to come to Ontario had doubled. Since that time a gradual upward trend has been evident. Since 1949, in every year but one, Ontario has received over half the total number of immigrants coming to Canada. Federal immigration officials state, moreover, that Ontario also becomes the home of many immigrants who initially settle in some other province.

As the attached table indicates, there have been marked year to year fluctuations in the number of immigrant arrivals to Canada. This fluctuation in Canadian totals has also profoundly influenced annual arrivals to Ontario. In the years since 1901 the single highest number of annual immigrant arrivals to Ontario occurred in 1957. In that year some 147,000 immigrants came to Ontario. The second highest annual number of arrivals was in 1914 (124,000). The decade of the lowest level of immigrant arrivals occurred between 1935 and 1944 inclusive when the annual average number of arrivals was about 5,000. In the last ten years the average annual number of immigrant arrivals has been about 68,000, thirteen times the lowest level.

Since the Second World War, the most important groups of immigrants have been the British who accounted for about one-third the total (1963), followed by Italians with about one-fifth and Americans who represented about one-tenth the total number of immigrant arrivals to Ontario.

IMMIGRANT ARRIVALS IN CANADA AND THOSE GIVING ONTARIO AS THEIR PROVINCE OF DESTINATION, 1901-1963

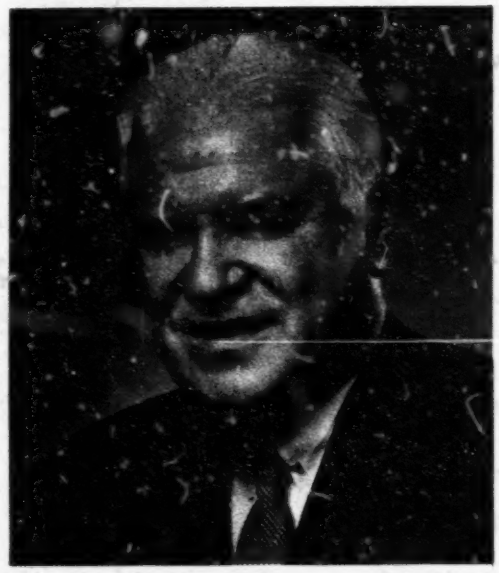
Year	Canada	Ontario	Ontario as % of Canada
1901	49,149	6,208	12.6
1902	67,379	9,798	14.5
1903	128,364	14,854	11.6
1904	130,331	21,266	16.3
1905	146,266	35,811	24.5
1906	189,064	52,746	27.9
1907	124,667	32,654	26.2
1908	262,469	75,133	28.6
1909	146,908	29,265	19.9
1910	208,794	46,129	22.1
1911	311,084	80,035	25.7
1912	354,237	100,227	28.3
1913	402,432	122,798	30.5
1914	384,878	123,792	32.2
1915	144,789	44,873	31.0
1916	48,537	14,743	30.5
1917	75,374	26,078	34.6
1918	79,074	23,754	30.0
1919	57,702	13,826	24.0
1920	117,336	39,344	33.5
1921	91,728	35,538	38.7
1922	64,224	26,448	41.2
1923	133,729	59,944	44.9
1924	124,164	52,069	41.9
1925	84,907	28,113	33.1
1926	135,982	38,968	28.7
1927	158,886	45,847	28.9
1928	166,783	44,989	27.0
1929	164,993	61,684	37.4
1930	104,806	37,851	36.1
1931	27,530	12,316	44.7
1932	20,591	9,312	45.2
1933	14,382	6,210	43.2
1934	12,476	5,582	44.7
1935	11,277	4,786	42.4
1936	11,643	4,913	42.2
1937	15,101	6,463	42.8
1938	17,244	7,107	41.2
1939	16,994	5,957	35.1
1940	11,324	4,447	39.3
1941	9,329	3,365	36.1
1942	7,576	3,315	43.8
1943	8,504	3,852	45.3
1944	12,801	5,361	41.9
1945	22,722	9,342	41.1
1946	71,719	29,604	41.3
1947	64,127	35,543	55.4
1948	125,414	61,621	49.1
1949	95,217	48,607	51.0
1950	73,912	39,041	52.8
1951	194,391	104,842	53.9
1952	164,498	86,059	52.3
1953	168,868	90,120	53.4
1954	154,227	83,029	53.8
1955	109,946	57,563	52.4
1956	164,857	90,662	55.0
1957	282,164	147,097	52.1
1958	124,851	63,853	51.1
1959	106,928	55,976	52.3
1960	104,111	54,491	52.3
1961	71,689	36,518	50.9
1962	74,586	37,210	49.9
1963	93,151	49,216	52.8

Note: Figures quoted for both Canada and Ontario are on a fiscal year basis for the period 1901-1920, and on a calendar year basis thereafter.

Sources: 1901-1920 — Canada Year Book 1924.
1921-1925 — Special Tabulation, see Ontario Economic Survey 1956.
1926-1949 — Canada Year Book 1942, 1947, 1948-49, 1950, 1951.
1950-1963 — Various publications of the Department of Citizenship and Immigration.

The Three-Pronged Attack:

Education — Re-training — Immigration



HONOURABLE JOHN R. NICHOLSON, P.C., O.B.E., Q.C., M.P.
Minister of Citizenship and Immigration, Ottawa

Canadian manpower development is *the* most important single factor in our economic growth at the present time.

We have the tools and the raw materials to assure our economic well-being, but, make no mistake about it, we are facing a serious — a critical — shortage of professional and trained workers that may well retard our development.

If we ignore this problem, we court disaster. If we meet its challenge and, through intelligent planning, develop and supplement our manpower resources to meet our needs, I believe that we can create the spring board required for further economic growth and development.

CHANGES IN LABOUR REQUIREMENTS

Throughout Canada, and particularly in the Province of Ontario, industry is experiencing rapid and significant changes in the nature of its labour requirements. Everyone knows full well that new techniques and methods are creating demands for higher levels of skills and knowledge, and that our rapid expansion is creating jobs in the skilled and professional categories faster than we can produce qualified workers through Canadian sources.

This is a problem that cuts across the whole field of manpower development and affects each and every one of us. Whether we be in industry, in organized labour or in government, we share a common responsibility to Canada for ensuring that positive and constructive action is taken, and taken at once, to meet the situation.

I would like to stress that I appreciate that immigration is only one segment of Canada's manpower development. Immigrant workers should be brought in to supplement our existing labour force and not to enter into competition with Canadians for existing jobs. This means that, after examining our requirements, we must decide on the number of workers, who can be provided through Canadian sources, either directly or through some form of skill upgrading or retraining. Only after this has been done and first preferences have been given to Canadians should we then decide on the exact nature and extent of our immigration intake. I am convinced, however, that the urgent demands of the present situation are so great that even a maximum effort by all agencies is unlikely to produce the numbers needed in all categories.

MANPOWER STUDY

Many, perhaps most, of you will have read the manpower study recently completed by the Ontario Economic Council. This report points to the urgent and growing need for a steady flow of skilled people into the industrial complex of this province, and urged more vigorous immigration activity as a means to help achieve this flow.

I am in substantial agreement with most of what is said in this report, and I would also like to tell you that a study recently carried out by officers of my Department, in co-operation with the Ontario Departments of Labour and Economic Development, has confirmed that this province is now facing a most serious shortage of professional and skilled labour.

Our Ontario study was carried out among 3,931 firms employing 764,411 workers. This represents some 31.2 per cent of the estimated employed labour force of the province. It did not include the public sector, nor did it include self-employed skilled and professional workers. It was a survey carried out by personal interviews with employers, not by mail.

Our survey was carried out in ten economic regions of the province: Eastern Ontario, Lake Ontario, Metropolitan, Niagara, Lake Erie, Lake St. Clair, Midwestern, Georgian Bay, Northeastern Ontario and Northwestern Ontario. The study included the fields of agriculture, forestry, mining, manufacturing, construction, transportation, communication and utilities; trade; finance, insurance and real estate, and some professions.

In this group of employers, we found that there is a present shortage of some 33,746 skilled and professional workers, and by the end of the year there will be a need for an additional 35,479 employees in these categories, bringing the job requirement to a total of 69,225 by approximately January 1, 1966.

This figure of nearly 70,000 is not a projection of the needs of the province as a whole. Nor is it an estimate of our labour needs at some future date. But it is a realistic calculation, here and now, of the actual needs of less than 4,000 Ontario employers by the end of this current year.

ONTARIO NOT ALONE

What is more — I would not want you to think that Ontario is alone in this situation. In a smiliar survey carried out in co-operation with the British Columbia government, of 710 employers canvassed, there was a need for 21,567 skilled and professional workers by the end of the year.

So we have, in two provinces alone, an established, demonstrated need for some 90,000 skilled and professional workers. And, let me repeat, these are the figures only for the employers we canvassed. They do not represent a projection of the total needs of the provinces concerned. These are not estimates. They are facts, facts which suggest the total requirement for people with professional and other skills in the two provinces only is likely to exceed 100,000 within the next twelve months.

OCCUPATIONAL CHANGES

Let's look at a few more facts. Between 1901 and 1961 the Canadian labour force grew from 1,800,000 to more than six and a quarter million. Today it is approximatly seven million. But what is really signi-

ficant is that the occupational requirements in all parts of Canada have undergone drastic changes, and these changes are continuing today at an accelerated rate.

For instance, in 1901, 51.6 per cent of all workers in Canada were employed in primary industry or as manual labourers. By 1961, only 18.5 per cent were in these categories and all signs indicate that the percentage is dropping rapidly.

Consider for a moment the changes taking place in some of our traditional areas of employment. Between 1948 and 1964 the number of persons employed in agriculture declined from 1,095,000 to 628,000. In other words, 30,000 persons a year are leaving agricultural employment. That is about 2,500 on an average each month, every month. Between 1956 and 1964, the number of persons in the construction trades remained almost static, even though the national labour force increased during that period by about a million and a half.

All of this highlights the rapid changes in the way Canadians earn their living. It also points up the need for substantial numbers of highly skilled and professional workers to help expand our labour force and to develop and thus provide the jobs that are needed for those with more limited skills.

REDUCED NEED FOR UNSKILLED

Studies of the patterns and trends in occupations indicate quite clearly that professional and technical occupations will grow rapidly through the 1960's, with above-average employment growth also expected for clerical, white collar and service workers. Among the manual occupations only the skilled groups are likely to expand at a rate as great as the average for all occupations. In contrast, employment for semi-skilled occupations will increase at only about two-thirds of the average rate, *with no percentage increase at all* expected for unskilled groups.

In summary then, there is an acute shortage of professional, technical and skilled manpower in Ontario and in most parts of Canada today. It is likely to be worse by the end of the year, and there is every indication that the demand will increase in the foreseeable future. There is also an ever-lessening demand for unskilled and semi-skilled workers, and this means that we have an urgent need to create employment opportunities for these people.

No one, I think, disagrees with that, but some differences of opinion undoubtedly do exist as to how we are to find the trained and skilled people to fill the gaps in our industrial development.

Some leaders of organized labour believe that the solution lies in the training of people already in Canada, and the retraining of people whose skills are now obsolete. Claude Jodoin, President of the Canadian Labour Congress, has recently put forward this point of view, drawing attention to the fact that there were 265,000 unemployed in Canada in mid-May.

The Government of Canada has not overlooked this unemployment figure. We are fully aware of the need to make use of the manpower potential already available to us within our borders and we are anxious to do so. It is obvious that every effort must be made to equip as many as possible of these people with skills that will make them able to fit into the changing economy of our country. I might point out, however, that in the brief which Mr. Jodoin and his colleagues of the Canadian Labour Congress recently presented to our government they stressed the need for an immigration policy that encourages the movement to Canada of immigrants who have qualifications which are likely to assist them in establishing themselves successfully in Canada.

THREE PRONGED ATTACK

To my mind, and I may say that several labour and other leaders with whom I have discussed the matter are in agreement with me, the only sensible and practical approach to this problem is a three-pronged attack: education, re-training and immigration. No one will work without the others, and no single approach or possible solution can be overlooked, if we are to come close to realizing our economic potential in the immediate future.

At the best estimate available, only a small percentage of the 90-thousand-odd positions I have referred to can be met during the next year by the present school system. Obviously we are going to have to do a great deal more to channel young people into the type of training and education that will fit them for the great opportunities that lie ahead.

Then, too, we are going to have to concentrate much more vigorously on the training of workers, who now have no skills, and on the retraining of workers whose skills have become obsolete. It is in this area, I believe, that organized labour can make its greatest single contribution to the continued economic development of this country, and, incidentally, to the economic health of the thousands of union members in Ontario and the rest of Canada. Here too, I believe that industry itself can do a major job in reclaiming skills for useful employment.

Let me emphasize that I do not, in any way, sell short the need for the development of our native human resources, or feel that we do not have a great responsibility to develop, or to re-develop the skills which these people can attain. I most certainly agree that this is a primary responsibility of education, of employer, of labour and of government.

But the best efforts directed toward the training of unskilled people, and the retraining of those whose skills are now no longer useful to them cannot hope to meet the demand for skilled and professional people that we are facing today, and in the immediate future. There is a large and vital area that can only be met by the introduction of skilled workers from abroad . . . through greater immigration to this country. And that is my specific responsibility.

KEEN COMPETITION FOR IMMIGRANTS

But it is not as simple as all that. The immigration situation has changed radically in recent years. Today there is fierce and continuing competition for immigrants, with the skills and the background that Canada needs. In the first place, the largest pools of such skilled workers are found in the industrialized societies of the United Kingdom, Northwest Europe and the United States. But these countries are also areas of expanding economy, where skilled and professional people are already at a premium. These people are needed at home. They are well paid, well treated. They certainly don't have to come to Canada, or anywhere else, today to get a real break, an "even break" so to speak.

And, even if these workers do feel like leaving home, Canada still faces keen competition from other nations, who have need of skilled migrants. Australia, and many other countries, need skilled people, and they are working very hard to attract them.

The problem doesn't end there. Even when we get these immigrants to Canada, there is still sharp competition which Ontario must face. I have told you something about the situation in my own province of British Columbia. I can also tell you that we are now winding up a series of surveys in other provinces and, almost without exception, these surveys are revealing large, unsatisfied demands for skilled, technical and professional manpower right across the country.

So it is that my officials have intensified their efforts to bring about a greater flow of professional, skilled and technical immigrants to this country and to this province. We have not initiated a "crash" programme of immigration, because, as all of you know, a problem of this magnitude cannot be dealt with adequately on a crash basis.

NEW IMMIGRATION OFFICES

We are increasing our staff and facilities in Milan, in the northern, industrial part of Italy. We are seriously considering opening one, possibly two, other offices in

the United Kingdom. We are studying possibilities in Japan and in the Philippines. We have recently sent several skilled immigration officers overseas to assist our present staffs in their recruiting problems. We have arranged for and are continuing to hire additional local staffs at a number of our overseas posts, and we are recruiting a number of experienced officers in Canada for temporary assignment abroad. In addition, we are moving experienced officers from certain less productive posts in Europe to busier points, where they can operate more profitably in terms of qualified immigrants secured.

My department has also stepped up its promotional and advertising programme in the United Kingdom and elsewhere, and we have begun a series of advertisements in newspapers in France and the Netherlands. We are working towards a similar programme this summer in Belgium and Denmark. We have arranged tours of Canada for a number of foreign journalists, radio and television people in an effort to promote this country in Europe. Two half-hour colour motion pictures have been sent to the United Kingdom, and foreign-language versions of these films are being produced. In addition, our overseas officers have been instructed to concentrate afresh on public speaking engagements, film showings, radio and television appearances and all other methods of making Canada known abroad.

I am convinced, and so are both the federal and the provincial governments, that the flow of immigrant workers to this country must be consistent with our manpower requirements. Obviously we cannot permit unrestricted immigration of unskilled people, which would help create areas of unemployment. But it is equally important that Canada's industrial and economic expansion should not be slowed down through lack of the professional and trained manpower needed to make it function at ever-increasing levels.

I referred earlier to the study recently completed by the Ontario Economic Council, which recommended sweeping changes in immigration policies to increase the flow of skilled and professional workers to this country. Most of you have also seen the report of the Toronto Real Estate Board, which recommended, in even more vigorous terms, increased immigration as a solution to economic problems.

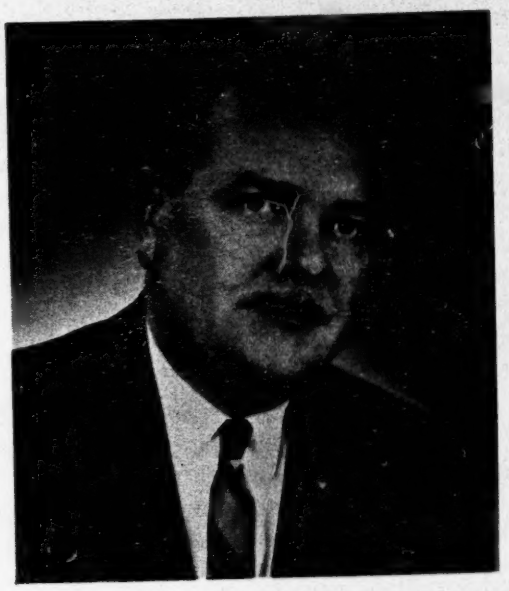
NEED FOR LONG-TERM PLANNING

Immigration is not a tap that can be turned on and off to meet short-term labour shortages, or to cope with temporary industrial situations.

To be effective, an immigration programme must be a thoughtful, carefully-organized operation, based on sound policies and oriented to the long-term approach. You cannot decide you need possibly 150,000 professional and skilled people within a year and expect to pluck them out of the hat in a few weeks. This is a tremendously complicated and difficult problem. And, as I have already stated, it is not a problem that immigration can solve by itself, although immigration can and must play an important role.

The other roles must be played to the hilt by education, by industry, by organized labour, if we are to keep our economy on the move and realize the vast potential that lies before this nation at the end of her first century.

Coordinated Manpower Policy



HONOURABLE H. L. ROWNTREE, Q.C.
Minister of Labour, Ontario

The other day I received a letter from the President of a medium-sized manufacturing firm. It contained an urgent plea for help.

The company in question was experiencing a critical shortage of skilled workers in trades essential to its operation. The shortage was severely limiting its ability to undertake additional domestic contracts and to expand in its newly-won export markets.

RAIDING WITHIN INDUSTRY

For years the company had been able to attract sufficient numbers of skilled workers simply by "raiding" the talent that was being developed by the rest of the industry. The management had always considered it an unnecessary expense to train apprentices or invest in an informal training program of their own as long as other employers were willing to do their training for them.

Lately, however, the found that this reservoir of skills had suddenly dried up. With their own inventory of human resources depleted, they were forced to sit by while their competitors took the orders they were unable to fill. Unfortunately, this company's recent decision to take action in the training field came three years too late to meet their present requirements.

I mention this case to illustrate the fact that industry can no longer expect to draw endlessly from our province's skill bank without first making some deposits. While sound immigration policies may provide us with a short-run solution to our current manpower problems, in the long run we must still face up to our collective responsibility of preparing our own young people for tomorrow's labour market.

Employers who fill their skill needs at the expense of others, and unions who foster skill shortages through restrictive practices, are not only neglecting this responsibility but they are also seriously jeopardizing Ontario's future economic growth.

Training is a collective responsibility—one involving management, labour, the individual and government.

BLUEPRINTS FOR TRAINING, DEVELOPMENT

In the major reorganization and strengthening of the services of my Department, particular emphasis is being placed on the area of manpower training and development. The "blueprint for the Labour Department" is now in the advanced stages of implementation and its completion over the next six months will make available in Ontario, for the first time, a comprehensive program designed to aid employers in developing their skill requirements on the job.

The chief elements of this "blueprint" are:

(1) The establishment of flexible apprenticeship programs in trades where no formal training schemes now exist;

(2) The modernization of existing apprenticeship programs;

(3) The sponsorship of short-term, on-the-job skill development programs.

These plans are designed to solve a basic and persistent problem, one which neither industries nor individuals appear able to surmount themselves — that is, a shortage of skilled people and shrinking opportunities for the unskilled, compounded by the rapid advance of technology. The survey results announced by the Minister of Citizenship and Immigration confirm the proportions of this problem.

The response of my Department to the changing requirements of industry and the individual in the training field lies mainly in providing financial and advisory assistance, as well as support for industry's own on-the-job training programs.

The first step in the establishment of an up-to-date training capacity in the Department was the complete overhaul last year of the Apprenticeship Act. As well, new regulations have been brought into force under this legislation which provide for the extension of compulsory certification to a number of additional trades.

INDUSTRIAL TRAINING BRANCH

More recently, as part of our overall program, we established a new Industrial Training Branch on the foundation of the old Apprenticeship system. A new Director of Industrial Training has been appointed and he is now actively engaged in setting up an organization with a total staff of 133.

The Branch will contain five new trade divisions, staffed by training specialists who will devote themselves entirely to the setting up of trade programs, the maintenance of these programs in optimum condition and their promotion. They will work with management and labour to update apprenticeship programs, to establish new programs where required and to create pooled indenturing arrangements. They will also get into the areas of pre-apprenticeship training, journeyman upgrading, master craftsmen qualification and so forth. They will work closely with the Department of Education in the establishment of supplementary classes at the various provincial trade schools or through night courses at centres across the Province.

In general, it will be our objective to establish apprenticeship programs or on-the-job curricula that have relevance within a particular occupational field throughout industry. Naturally, there will be skill areas that are peculiar to smaller groups of industries or possibly even to one firm. Here, we are prepared to assist the indus-

try or the firm to establish special apprenticeships.

Our apprenticeship programs are being designed on a building-block basis. By this, I mean that some firms may have use, and training capability, for only a segment of a total skill. The program will be designed so that this segment can be acquired and additional segments can readily be installed on top if the individual moves to a job where the whole skill is required.

A great deal of imagination will have to go into the development of apprenticeship. Obviously, it must reflect the real needs of industry and individuals. It must be based on sound research. It must be flexible, so that it can respond readily to technological change. And its provisions and benefits will have to be made known both to the employers and to the potential trainees. This implies widespread promotion, plans for which are now being worked out, plus assistance to industry to find potential apprentices and aid to individuals to locate openings as apprentices.

Apprenticeship is designed for trades and occupations whose skills are of a definable high-level nature and take more than a year to develop. Nevertheless, we are equally interested in helping industry to train and provide new or improved opportunities for people throughout the employment spectrum, wherever and whenever training can be carried out on-the-job.

ADDITIONAL ASSISTANCE

Depending upon the circumstances—and I emphasize this qualification, for the circumstances will vary on the basis of many different factors — we are making available the following kinds of additional assistance:

(1) Study and assessment of training needs in firms or groups of firms;

(2) Development of training plans for firms or groups of firms;

(3) Technical assistance in the development of actual curricula for on-the-job training;

(4) Assistance in locating or identifying potential trainees;

(5) Financial support in various forms, where it is warranted under some or all of the following conditions:
   (a) where the industry's need is of an emergent nature;
   (b) where the probability exists that a training project will enable a firm to expand its production, particularly for export;
   (c) where a training project will expand employment opportunities in an industry;
   (d) where technological change is imminent and a training project will adjust existing staff to such change;
   (e) where the need has been established on a joint basis by labour and management through research;
   (f) where a firm or industry cannot afford the full cost of training, but it also cannot find the skills it requires;
   (g) where new industries are being encouraged to locate in areas that need such development.

In this type of on-the-job training, we do not envisage continuing financial assistance. In other words, and in most cases, we expect that financial aid will be given on a non-recurring basis to help the firm bring its manpower, at a particular time, up to a higher level of competence. Moreover, while it is vital that training programs be geared directly to the needs of industry and of the individual, it will be our objective to see that programs give trainees a sufficiently broad base so that they are readily adaptable to further training or to job changes within their occupational area.

FINANCIAL ASSISTANCE

Depending upon the circumstances — again let me emphasize that qualification — our financial assistance would take the following forms:

(a) we would be prepared to subsidize instruction costs in the plant;
(b) we would assist in the financing of instruction materials, but this does not include machinery or equipment;
(c) we would be prepared to assist with up to half the cost of training allowances for unemployed people referred by the National Employment Service to a training program for a period up to 12 weeks;
(d) generally speaking, our contribution would not be greater than 50 per cent of the total cost of the training program.

At the present time, we have underway an experimental project with a large garment manufacturer in Toronto, and a second will be in operation as soon as the company involved completes its own arrangements. All together we are currently working with some 26 firms in the development of short-term training schemes.

RESPONSE HEARTENING

The response to our new Industrial Training Program has been most heartening. I must emphasize, however, that it will require the full partnership of management and labour if we are to help meet the Province's growing skill requirements.

The fact that we are able to discuss and set out a co-ordinated manpower development policy — one affecting more than one-third of Canada's work force — is promise of the success that awaits us.

Economic Growth Rate Dependent on Skill Development

HONOURABLE STANLEY J. RANDALL
Minister of Economics and Development, Ontario

The prime economic resource of this province and this nation is its manpower, and in particular its skilled manpower.

Ontario has been growing fast. In this province has taken place a major part of the industrial growth which has spurred the Canadian economy to high levels of employment, low levels of unemployment, and individual prosperity generally unmatched in the nation's history.

The continuance of this rate of economic growth — and we must accelerate it — depends primarily on the rate of skill development within our labour force.

We are seriously short in the fields of management, technicians, supervisors, creative researchers, and of skilled artisans — of all the basic ingredients of advancement in a world which is becoming increasingly internationally competitive.

SKILL DEVELOPMENT PLANS

My colleagues in the Departments of Labour and education have underway skill development programs which a few years ago would have been judged far beyond the capabilities, financially, of this nation let alone this province. Now we know that we dare not do less. Indeed, we know that we must do even more.

And we must enlist in this crusade for greater skills not merely government, industry and labour within this country, but we must present to men and women abroad in a more effective way the opportunities which await the enterprising and the creative in this land of ours.

History has proved the point. In this province lies close to half of Canada's industry and commerce. To this province, since World War II, have come over half the people from abroad who determined to make Canada their home. Immigration, for example, has built within the Metro region a city approximately the size of Toronto, itself, in 1940.

Ontario, which has such a large stake in immigration, is vitally interested in Canada's immigration policy and any changes in that policy.

ONTARIO; IMMIGRATION PROGRAM

Fourteen years ago the Ontario Immigration Branch conceived the idea and launched what was then called the "Ontario Industrial Placement Plan". Many of the larger industries were approached and asked if they would welcome the Ontario Government's assistance in obtaining skilled help from abroad which was not available in Canada.

This plan was not the normal approach to immigration whereby an individual applied to immigrate and then sought a job after he arrived in Canada. It was a plan to place a "round peg in a round hole", before he or she left their native country. *This is good immigration.* The employer can plan, the immigrant approaches his new country with greater confidence and settles quickly and happily.

Ontario has enlarged on this original plan and today not only industry but commerce, government departments, universities, hospitals and other institutional services are taking advantage of the plan.

Just over a year ago the Ontario Immigration Branch initiated a survey of the personnel needs of a section of Ontario employers. This survey gave conclusive proof of the shortage of skilled labour in Ontario. What was even more illuminating was the projection of the survey. It indicated that the situation would not improve without a long term and aggressive immigration policy.

ONTARIO IMMIGRATION EXPANDED

The Ontario Government, therefore, decided to embark on such a policy. Within the last year the Ontario Immigration Branch has extended its activities. In addition to opening a new office in Scotland, it is seeking and finding in northern Europe the skilled help so badly needed in Ontario.

The Scottish people have welcomed this new immigration service. Since our office opened in January, 1965 — 2,758 enquiries have been received at the Glasgow office. It is anticipated that the flow of enquiries will increase.

To explore the potential of immigrants from northern Europe, the director of the branch visited Norway, Sweden, Denmark, Holland and Germany. A system was set up whereby all Canadian Federal Immigration offices in these countries would be kept fully advised of the needs of Ontario employers. Copies of all advertisements inserted by the Ontario Immigration Branch on behalf of employers seeking specialized help are sent to every Federal Immigration Office in the aforementioned countries. Each Canadian Ambassador was visited on this occasion and full co-operation is given and received between the Federal and Provincial offices in referring suitable applicants for these available jobs.

INDUSTRY USING IMMIGRATION SERVICES

More and more Ontario employers are using the services of the branch. Since January, 1965, 81 Ontario companies and organizations have requested help in obtaining personnel not available in Canada and advertising has been placed on their behalf. Thirty of these organizations have sent representatives to the U.K. and continental Europe to interview and hire professional and technical men and women. These 30 representatives have interviewed 811 selected persons most of whom have been hired and many are now working in the province.

Despite the many advantages of the special recruitment and placement system to both employer and employees, it is not suggested that all immigration should take this form. There is still room and need

for the "open placement" immigrant and approximately 80% of immigrants still prefer to "take their chance" and migrate to Ontario and they should be encouraged if they can be absorbed into our economic structure.

COMPETITION FOR IMMIGRANTS GROWING

It must be recognized that the type of immigrant we need urgently is not queing outside the door of Canadian Immigration Offices begging or clamouring to be let in. We are faced with full employment in most countries in Europe and we have to compete with the U.S.A., Australia, New Zealand, South Africa, Rhodesia and other Commonwealth countries, all of whom have a similar problem to ours.

As the Ontario Economic Council Report states, we are prepared to co-operate fully in any pre-indoctrination policy which we feel will greatly assist newcomers to adjust and integrate. Not only would such a policy produce less hardship for the individual but it would enable the immigrant to take a full and active part in our economy in the shortest possible time.

We firmly believe that the many cultural heritages represented by our immigrants add much to our society and should be encouraged.

Our immigrants have provided Ontario with the skills that have enabled us to absorb the many unskilled in our labour force and to reduce our unemployment rate from a high of 5.5% in 1961 to 3.1% in April of this year.

The interesting feature about this low unemployment figure is that it is directly attributable primarily to the growth of our service industries and only secondarily to manufacturing. Service industries are direct by-products of manufacturing.

We will need to find 75,000 new job opportunities each year in Ontario and, of these some 60,000 will have to be found in the service sector.

There are obviously many obstacles which face us in the coming years.

VITAL TRAINING OF YOUTH

First and foremost, we must equip and teach our young people so that they can compete in our modern society.

Secondly, the problem of our school dropouts and of those unskilled people who's jobs become redundant because of technical advances must be faced. We must find a place in our work force for this group.

ONTARIO NEEDS SKILLED IMMIGRANTS

Third and of great importance, Canada must compete in every corner of the world for the available skilled workers. The competition among nations for skilled immigrants at a time when people are more and more content to remain at home under their improved conditions is increasing. The increased standard of living in many countries has dammed the flow of people who normally could be expected to emigrate.

It may well be that in the recruitment of skills from abroad we should endeavour to encourage the movement of complete industries.

A notable Ontario success in this regard was the move of the *Ernest Leitz Company* from Germany to Midland in 1952 as a full subsidiary plant complete with skilled personnel and equipment. They now employ some 200 people in their factory and are still expanding.

IMMIGRANTS OFTEN EMPLOYERS

It is perhaps not generally known that immigrants are often employers rather than additions to the labour force. The latest available figures show that Ontario immigrants have started 4,800 businesses and are now able to employ over 20,000 people. The total for all Canada is some 13,000 businesses started during the period 1950-1964 which employ over 60,000 Canadians.

We are in accord with the recent statement by President Johnson of the United States which proposed that the present quota system be abolished and that preference be given to immigrants with needed skills — no matter what country they come from.

PROSPERITY TIED TO IMMIGRATION POLICY

The future prosperity of Canada, to my mind, is tightly bound to our immigration policy. One has only to look back over the past 20 years to the highly industrialized countries such as Japan, Great Britain, the U.S.A. or Germany, to realize that their domestic base gave them a firm foundation for industrialized expansion. They were able and well-prepared to move into international markets after they had satisfied their home production needs.

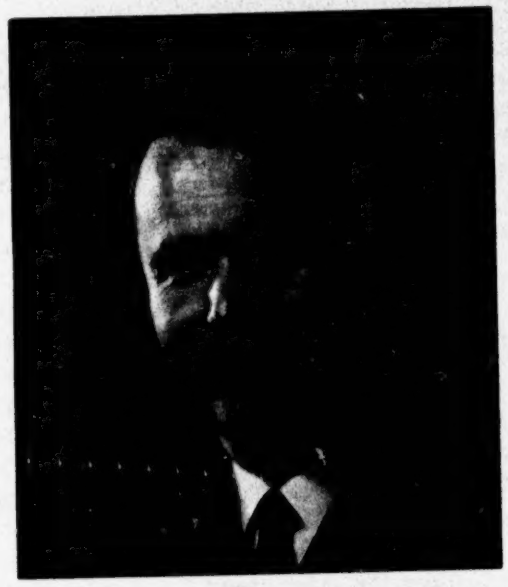
Last year in Canada, 16 per cent of our GNP was made up of exports and only one-tenth included manufactured goods. The balance was raw materials and foodstuffs which, as you know require a minimum of labour.

It is obvious, therefore, that if Canada is to maintain full employment and expand its economy, as forecast by the Canada economic council, it must be done through increased manufacturing activity. This can only be achieved if manpower skilled and unskilled is available now. We cannot wait until we have lost our international markets to other highly industrialized countries that are now breathing down our necks. The competition is fierce and they have already made great inroads, so much so, that even in our own country they have succeeded in making us on a per capita basis, the world's largest importer of manufactured goods.

This consideration of the role of immigration in the total picture of manpower skill development is not only timely but of the greatest urgency to all Canada.

I would assure the Honourable Mr. Nicholson, who has the responsibility of establishing immigration policies, that we in Ontario recognize and appreciate his problems and will extend every co-operation to him in this tremendous task.

Wider and Improved Educational Opportunities



HONOURABLE WILLIAM G. DAVIS, Q.C.
Minister of Education, Ontario

We are all acutely aware that the problems of Ontario in the manpower field, as well as in so many other spheres, are the problems of our vast and rapidly developing country as a whole.

ECONOMIC NEEDS NATIONAL IN CHARACTER

This growing awareness of the national character of our economic needs is a very important aspect of a picture on a broader canvas — a conception of a distinctive Canadian nationhood which is emerging at a quickening pace as the Centennial of Confederation approaches. The thoughts concerning the nation's manpower needs, and the means of meeting those needs, which have been discussed here to-day therefore fall on receptive ears and open minds.

All our thinking on these questions, both here in Ontario and throughout the country, will be materially helped by the two reports that have been launched here to-day for this Province.

The Skilled Manpower Requirement Survey is a detailed and wide-ranging piece of research that does great credit to the officers of the Federal Department of Citizenship and Immigration.

This survey will provide a most valuable up-to-date adjunct to the work of our Ontario Select Committee on Manpower Training which reported in February, 1963. The data in the survey will also serve to pinpoint the emphasis placed on the implications of technological development that were brought out in the September of that year at the Conference on Automation and Social Change.

Such surveys and reports (and there are many of them); the work of the Economic Council for Canada; the public statements of its chairman, Dr. John Deutsch; the activities of our own Ontario Economic Council under the able chairmanship of Mr. William Cranston; all these and their counterparts across the country testify to the intense and continuous preoccupation that exists everywhere on the subject of our rapidly changing manpower needs and with manpower training.

SKILLED WORKER SHORTAGE WORLD-WIDE

Mr. Nicholson has presented a strong case to-day for his intended wide-ranging search for skilled potential immigrants into Canada. His remarks in this respect are borne out unequivocally by press accounts in the last few days of a survey carried out by the National Industrial Conference Board in the United States. That review noted that a world-wide shortage of qualified managers and technicians is holding back development of individual companies and national growth. This is especially true, of course, among the less developed nations; but how far the problem reaches is demonstrated by the fact that the conclusion was based on a canvass of 155 business leaders in 60 countries of the free world.

Current needs for managerial and technical talent, says the survey, are outstripping supply in virtually every nation covered. Moreover, the authors of the report maintain, the situation cannot be corrected quickly, for the obvious reason that it takes time to develop, for example, men who can manage effectively. The report emphasizes, among other things, the necessity for educators and businessmen — note the combination — for educators and businessmen to try to foresee future needs.

PROGRAMS AND PLANS FOR TRAINING

The point I am trying to make is that whereas immigrants will help our short-term needs, we shall still be left to meet the long-term requirements of a fast-growing economy and rising population figures. Here the only solution — and we in the Ontario Government are well aware of this fact — lies in wider and improved opportunity in education.

In my own Department, we are constantly in search of answers to the problems of education and manpower training in this age of technological advance and complexity, and we draw upon the most varied sources.

Mr. Nicholson is just setting off for Europe. I have just returned from a study tour in several countries there, accompanied by Dr. Robert Jackson of the Department of Educational Research and some members of my staff. Over a period of three weeks, we looked at many interesting developments, about which I shall have something more to say at a later date.

Our present policy in education aims at nothing less than to redesign and expand our entire system of schools and universities in order to ensure that they reflect, and cater for, the outlooks and aspirations of our own time and, of course, of the foreseeable future. In this endeavour, we turn to constructive research as a weapon of prime importance. That is one of the reasons why we recently introduced legislation to set up an Ontario Institute for Studies in Education; it also accounts, in part, for our recent development of an Education Data Centre; and it is in this general context that the new Skilled Manpower Requirement Survey for Ontario will be a valuable tool.

As regards the shifting requirements of technology in the future, there now seems broad agreement that the primary need will be for flexibility in acquiring skills subject to rapid change and that this objective will best be achieved on the basis of a high level of general education. A groundwork for this has already been created through a far-reaching reorganization of our secondary school programs.

In the framework of the Federal-Provincial Technological and Trades Training Agreement, we have built, and are build-

ing, Vocational Schools and facilities to ensure that courses of study in commercial and technical, as well as academic, subjects are provided throughout the Province. At the same time, we have set in motion an expansion of university facilities which goes beyond anything that has ever been undertaken in the history of Ontario.

Under the Federal-Provincial Agreement, too, we have built, and are building, Institutes of Technology and Vocational Centres at strategic positions across the Province. These are crowded with students eager to graduate in a wide variety of courses in specific skills and techniques which are provided in connection with one or other of the nine programs operating under the Agreement.

For students who entered employment after completing Grade 12, there are Advanced Technical Evening Courses. These evening courses enable people in employment to obtain a training equivalent to that which is acquired in Institutes of Technology.

Our planning in the post-secondary field, considered in the broadest sense, does not end there. We have, as you know, an ambitious program for the development of Colleges of Applied Arts and Technology, commonly referred to as Community Colleges. You will see, then, that we are vigorously tackling educational needs as applied to manpower development and training.

Now, of course, there is no section of the community that is more aware of the importance of the trained, skilled worker than industry in all its branches. I am extremely happy to see the industrial and commercial segments of our Ontario economy so well represented here to-day, and it is to you gentlemen that I would direct a very special appeal.

I want to outline to you first the very important—indeed the vital—role which, in our view, industry can play in developing and advancing the whole range of manpower development. In fact, industry is already making a considerable contribution in this respect. My Department receives much appreciated assistance from representatives of industry who form the Advisory Committees of the Institutes of Technology and Vocational Centres.

Many Ontario industries have discovered the advantages of assisting their older employees in upgrading their basic education so that they, too, may keep abreast of technological advances. In the experimental Leaside Education Assistance Project, three electronic or electrical manufacturers co-operated in a 14-month program to upgrade the basic education of selected employees.

These employees attended classes each day from 3 p.m. to 6 p.m. and were paid as if on duty. The Federal and Ontario Governments paid for the facilities and teacher salaries. All concerned regarded the experiment as an unqualified success. And note that the companies involved were of the calibre of Philips Electronics Industries Limited, Sangamo Limited, and Honeywell Controls.

We have enjoyed admirable co-operation from Chambers of Commerce, Boards of Trade, service clubs, trade associations and large businesses in the organization and sponsorship of the very successful small business courses which my Department organizes in conjunction with the Federal Department of Labour. Since they were started in the Fall of 1963, over 3,000 owners and managers of small businesses have been registered.

All this is a gratifying start, but in the coming years education and industry must work even more closely together. We hope that senior members of management will themselves take advantage of appropriate training and upgrading programs for their own benefit. We hope, too, that management at the highest levels will encourage and help their own personnel at all levels to attend upgrading courses at universities and other post-secondary institutions.

Above all, we look forward to maintaining the closest possible liaison with the industrial and business communities in attempting to predict the manpower needs of our rapidly changing world, on the basis of the statistical projection of the country's economic growth which is now being developed by such bodies as the Economic Council for Canada. I ask the leaders of industry and commerce present here, and all their colleagues who are not with us, to bring us their problems and tell us their needs, so that we can work together to solve them.

Finally, let me say that I am well aware that the efforts we are making in the field of manpower development in this rapidly industrializing country of ours, broad and intensive as they already are, still call for great expansion. In our time, the opportunities for education and manpower training in a nation are the future of that nation. Let industry and commerce co-operate, then, with educators to see to it that the future of our people is as bright as it presently promises to be.